



Yearbooks and Newsletters

Winter 2019

HR Highlights Winter 2019

Touro College Human Resources

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TOURO HR Highlights



TOURO COLLEGE



Winter
2019

IMPORTANT DATES

Feb. 3 Super Bowl Sunday
Feb. 4 *New Hire Orientation*
Feb. 18 President's Day (Closed)
Feb. 24 91st Academy Awards
March 4 *New Hire Orientation*
March 21 Purim
March 28 Baseball Opening Day
Passover Schedule
April 19*-21 (*Friday close at noon)
Thursday, April 25 (Close at 2pm)
Friday, April 26 (Closed)
May (TBD) Benefits Enrollment

A Message from Thomas A. Modero, *Chief Human Resources Officer*

January is the perfect time to reflect on both personal and professional goals. There is always something a little more we can do to help ourselves, and to help each other.

One of the many blessings we enjoy at Touro are our colleagues. We have a wonderful spirit of collaboration and support for each other. The importance of relationships and a continual focus on relationship building are key elements of our success, and truly differentiates Touro as a value-based institution. Quite frankly, most individual and organizational success is achieved via respectful, professional relationships. We count on each other to leverage our strengths to reach and exceed the expectations of our students. *Think about what you can do to improve an existing relationship, or build a new one. The effort you put into it will be returned in value tenfold for both you and Touro.*

It is in that same spirit of personal and professional care that I am very pleased with our new set of guidelines for Flexible Work Arrangements (FWA) for employees in administrative roles, as announced on January 4. As noted in my email, the FWA Guidelines can be found on TouroOne (under the Employee tab). The Guidelines were created with the following intent, which is included in the Overview section:

Recognizing that there are increasing demands on employees' time both at work and at home, and there are new and effective methods to occasionally telecommute, the Flexible Work Arrangements [FWA] Guidelines have been created as an additional tool to achieve a better work-life balance while fulfilling one's job assignments.

Remember, FWA applies only to staff members in appropriate administrative positions and requires organizational approval. Please read and understand the FWA Guidelines to see if they can be applied to your role and your needs (not all positions can qualify due to the nature of the work). Please talk to your supervisor, and let's keep talking to one another to make a great institution even greater every day. Happy New Year!

i QUESTIONS ABOUT BENEFITS? CALL 4MYBENEFITS AT 866.217.1975 OR TOUROBENEFITS@4MYBENEFITS.COM



**TOURO
COLLEGE &
UNIVERSITY
SYSTEM**

Where Knowledge
and Values Meet

Thomas A Modero
Chief Human Resources Officer

Elan Baram
Director, HR Policies & Operations



TOUROFACT

*Did you know that
you can check your
leave balances on the
TouroOne portal?*

i CLICK "VIEW LEAVE BALANCE" ON THE EMPLOYEE TAB



The Buzz on Benefits *Information You Can Use*

As we settle into 2019, we want to reintroduce you to two important services: **Telehealth and Health Advocate.**

- i Telehealth through Live Health Online.** If you're covered under a Touro Medical insurance plan, you have the ability to have a doctor's visit via video for minor medical issues through your computer or cell phone. You can actually have a visit with a doctor within minutes, who can assess your condition, provide you with a treatment plan and even send a prescription to a pharmacy, as needed. Your visit will be charged at the rate of an in-network Primary Care office visit according to your medical plan.

Telehealth Live Health Online: 1.888.548.3432 To get started, you may want to consider setting up your account using your Empire Member ID at livehealthonline.com or by downloading the LiveHealth Online app to your smartphone.

- i Health Advocate is a service available to ALL Touro College employees, whether you are enrolled in a Touro-sponsored medical insurance plan or not.** If you reach out to Health Advocate, you'll be connected to an experienced Personal Health Advocate who can:

- Resolve insurance claims and billing issues
- Understand the Benefits that Touro currently offers
- Research and identify the most advanced approaches to care
- Locate and evaluate leading physicians and medical centers for second opinions

To contact a Personal Health Advocate you can either call toll-free at 866.695.8622 between 8am—11pm EST or Register at HealthAdvocate.com/members. Type in Touro and select: **Touro College and University System**

Finally, please welcome Elana Marlowe to the HR team! *Elana is our Benefits Administrator, and will work closely with Barbara LaRue, Benefits Manager, in support of your health and welfare and retirement plan needs.*



Elana Marlowe

Take 5 with Rabbi Moshe Krupka, *Executive VP, Touro College*



Rabbi Moshe Krupka

- 1** How many years have you been working at Touro? *I have been at Touro 13 years but it feels like I've been here forever and I mean that in a good way, of course.*
- 2** What attracted you in the first place? *Touro's founder, Dr. Bernard Lander, of blessed memory, had been reaching out to me for a while about joining the Touro family. I felt he was an incredible visionary who exemplified Touro's mission. For 26 years, I had served in various capacities, including national director, at a Jewish umbrella nonprofit and the time was ripe for me to explore something new. I appreciated the opportunity to continue building and expanding a mission that is poised to impact lives and change the world.*
- 3** What keeps you at Touro? *3 things: The people, the people, the people. The faculty, the staff and especially, the students.*
- 4** Is there anything new and exciting we should be looking out for at Touro? *Our entrepreneurial spirit makes this a place that's always exciting. To name a few, our new dental school and its clinic, Touro Dental Health as well as the school for imaging we just acquired and there's more to come.*
- 5** In your opinion, what are the ideal traits of a Touro employee? *Touro employees who succeed share a few characteristics—productivity and a love of humanity. Most importantly, they support and nurture our most important constituents—our students.*

